

EQUAL OPPORTUNITIES FOR WOMEN PROGRAM

PROGRAMME DE L'ÉGALITÉ D'ACCÈS À L'EMPLOI POUR LA FEMME

Rationale/Explication

By turning resistance to the release of female staff for Appraisal and Promotion Board duty into a learning experience opportunity, those with purely convenience excuse/reasons will gain a fuller appreciation of the importance the Department attaches to ensuring female points of view are adequately represented in assessment and selection processes.

Objective/Objectif

Call on line managers who resist invitations to release female staff for Selection or Appraisal Review Board duty to reflect on the appropriateness of their rationale in the light of EOW objectives.

 Action Plans (Activities, Scheduling, Responsibility Centres)
 Plans d'action (activités, échéanciers, centres de responsabilité)

Managers refusing to release women for Board duty may be required to explain the reasons for the decision to an EOW Sub-Committee who will review the factors influencing the decision and comment as appropriate to responsible departmental authorities.

Responsibility: Employment Section
 EOW Sub-Committee

Evaluation Criteria/Critères d'évaluation

The annual problem of securing adequate female representation as Appraisal and/or Selection Board members has been compounded this year by the person-year reductions in the Department. While many former committee members have been posted, and the Division endeavours to ensure quality by limiting the number of novices per group, line managers have been reluctant to release staff for Board duty, particularly after person-year cuts have considerably increased workloads.

The Department, of course, intends to continue its efforts to increase the percentage of female managerial participants on Appraisal Review and Promotion Boards. There was, in fact, no basis for convening an EOW Sub-Committee this year to review managers' reasons to refuse female staff for Board members as in each instance there was, in the judgement of the responsible staffing officer, valid and pressing operational reasons for the decision.

Evaluation/Evaluation

While there continue to be resource shortages that have hindered due representation on some review or promotion boards, there has been no unreasonable withholding of women employees from this work by supervisors such as would require the convening of a special EOW Sub-Committee.

(See also page 59.)